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PART IV-A

Rules and Orders (Other than those published in Parts I, I-A, and I-L) made
by the Government of Gujarat under the Central Acts

AGRICULTURE, FARMERS WELFARE AND CO-OPERATION DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar, 27th February, 2025

CONSTITUTION OF INDIA.

No. GKH/47/2025/ACD/KMR/e-file/2/2024/4316/K8 :- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and in supersession of all rules made in this behalf, the Governor of Gujarat hereby makes the following rules to provide for regulating the conditions of service of the persons appointed to the post of Horticulture Supervisor, Class III, in the subordinate service of the Directorate of the Horticulture, in so far as they relate to their passing of the departmental examination to be eligible for promotion to the post of Horticulture Officer, Class II, in the subordinate service of the Directorate of the Horticulture, namely:-

1. Short title, commencement and application.-

- (1) These rules may be called the Horticulture Officer, Class II (Departmental Examination) Rules, 2025.
- (2) They shall come into force from the date of their publication in the *Official Gazette*.
- (3) They shall apply to the persons appointed to the post of Horticulture Supervisor Class III, in the subordinate service of the Directorate of the Horticulture by direct selection and promotion.

2. Definitions.- In these rules, unless the context otherwise requires.-

- (a) "Appendix" means Appendix an appended to these rules;
- (b) "Appointed Date" means the date on which these rules shall come into force;
- (c) "Board" means the Gujarat Subordinate Service Selection Board, (GSSSB) Gandhinagar;
- (d) "examination" means departmental examination for promotion to the post of Horticulture Officer, Class II, in the subordinate service of the Directorate of the Horticulture;
- (e) "Government" means the Government of Gujarat;
- (f) "Old rules" means the rules in force immediately before the appointed date;

- (g) “Specified chances” means the number of chances specified in these rules within which a person is required to pass the departmental examination;
- (h) “Specified period” means the period specified in these rules within which a person is required to pass the examination.

3. Requirement to pass the Departmental Examination.-

- (1) The person appointed to the post of Horticulture Supervisor Class III, shall be required to pass the examination to be eligible for promotion to the post of Horticulture Officer.
- (2) Notwithstanding anything contained in sub-rule (1), where any such person who has been exempted under the old rules before the appointed date from passing the relevant departmental examination, shall not be required to pass the departmental examination under these rules.

4. Eligibility to appear in Departmental Examination.-

- (1) No person shall be eligible to appear in the examination unless he has completed two years of service after his appointment on the existing post;
- (2) No person shall be eligible to appear in the examination unless he has passed the post-training examination for the existing post or he has been exempted from the post-training examination by the competent authority, if any.

5. Specified chances and period for passing the Examination.-

- (1) To be eligible for promotion to the post of Horticulture Officer, Class II, a person shall be required to pass the examination within a period of three years and within three chances from the date of his completing two years of continuous service after his appointment to the post of Horticulture Supervisor, Class III:

Provided that a person belonging to the Scheduled Castes or Scheduled Tribes may be given one additional chance without payment of prescribed fees which shall have to be availed of within a period of one year from the date of declaration of the result of the examination of his third chance.

- (2) If a person fails to pass the examination referred to in these rules within the specified period and within the specified chances, he shall notwithstanding such failure, be eligible to appear at any time in the examination on payment of an examination fee as may be determined by the Government from time to time and if he passes the said examination, he shall be eligible for promotion:

Provided that a person shall not be entitled to claim seniority over those persons who have passed the examination earlier than him and have been promoted to the post of Horticulture Officer Class II under these rules before he became eligible for such promotion on passing the examination.

- (3) None appearance in the examination, shall be considered as a chance.
- (4) A person who has been provided any chance under the old rules shall be allowed the remaining chances under these rules.

6. Syllabus and scheme of examination.-

- (1) The syllabus for examination shall be as specified in the Appendix-‘A’.
- (2) The examination shall consist of five papers each of 100 (one hundred) marks. The examination shall consist of multiple choice questions (MCQs) except PAPER IV which shall be descriptive.
- (3) The candidate shall be allowed to answer the questions of papers with the help of books except PAPER IV which shall be required to answer without books.

Explanation: “with books” means the original book of the subjects approved by the Government or the Institute having bare Acts and/or rules without any commentaries or case laws and includes manuals issued under the Act published or approved by the Government.

- 7. Medium of Departmental Examination.-**The medium of the examination shall be Gujarati or English as per instructions given in the question paper.

8. Holding of examinations.-

- (1) The Board shall hold the examination at least twice in a year.
- (2) The Board shall communicate the tentative program of examination to the concerned office of the Director of Horticulture at least ninety days before the provisional date decided by the Board.
- (3) A person who desires to appear in the examination shall be required to send his application in the Form as specified in the Appendix – ‘B’ to the Board through the office of the Director of Horticulture for enlisting his name as a candidate for such examination at least sixty days prior to the date of examination.
- (4) The office of the Director of Horticulture shall scrutinise the application of such person with regard to his eligibility for appearing in the examination and forward the same to the Board with the Certificate of Eligibility as specified in Appendix- ‘C’.
- (5) If the applicant subsequently decides not to appear in the examination, he shall give intimation thereof to the Board through the office of the Director of Horticulture at least thirty days before the date of commencement of the examination.
- (6) If any person fails to appear in the examination after having enlisted his name as a candidate without giving intimation referred in sub-rule (5), he shall be deemed to have lost one chance to pass the examination:

Provided that the office of the Director of Horticulture may condone the failure on the part of the person to give intimation referred to in sub-rule (5) and the consequences arising therefrom, if it is satisfied that the person has failed to give intimation within the time for reasons beyond his control;

- (7) The Board shall admit the candidate to the examination on the strength of the certificate issued by the office of the Director of Horticulture that he is eligible to appear in the examination.
- (8) The place, date and time for holding the examination shall be communicated by the Board and the same shall be communicated to the candidates by the office of the Director of Horticulture.

9. Qualifying Standard for passing the Examination.-

- (1) The standard for passing the examination shall be fifty per cent (50%) of the total marks assigned to each paper.
- (2) An unsuccessful candidate who secures fifty per cent (50%) or marks in any one or more papers shall be exempted from appearing in those papers in the subsequent examination.
- (3) In case a candidate is not able to obtain the qualifying standard in only one question paper in the examination, such candidate shall be given grace marks up to 5% of the total marks for that question paper and thereafter, if he obtains the marks equal or more than qualifying standard, he shall be declared pass.

10. Publication of result.- The Board shall publish the result of the examination on its official website/notice board and shall forward the same to the office of the Director of Horticulture. The office of the Director of Horticulture shall intimate the result to the candidates.

11. Incentives.- The candidate who secures eighty per cent (80%) or more aggregate marks in the examination in the first chance shall be paid such cash amount as an incentive as determined by the Government.

12. Prohibition to use certain devices in the examination hall.- No candidate shall be allowed to carry with him any electronic communication devices like a cellular phone, calculator, pager, lap-top, i-pad, etc. in the examination hall.

13. Repeal and saving:-

The old rules made for the promotion to the post of Horticulture Officer, Class II, in the sub-ordinate service of the Directorate of the Horticulture and any other rules corresponding thereto in force immediately before the coming into force of these rules are hereby repealed:

Provided that such repeal shall not affect anything done or actions taken under any of the rules, so repealed.

Appendix-‘A’**(see rule 6(1))**

Syllabus for the departmental examination for promotion to the post of Horticulture Officer, Class II, in the subordinate service of the Directorate of the Horticulture.

Paper- I Constitution of India and Service matters. (MCQs) (With Books).

Duration: Two hours. Marks: 100.

1. Constitution of India with reference to,
 - (1) Article 309;
 - (2) Provision of Panchayats and Municipalities with focus on amendment 73 And 74;
 - (3) Election Commission;
 - (4) Finance Commission;
 - (5) Concurrent List and State List; and
 - (6) Supreme Court and High Courts;
2. The Gujarat Civil Services (conduct) Rules, 1971, and Gujarat Civil Services (Discipline and Appeal) Rules, 1971.
3. Panchayati Raj and structure of Panchayati Raj in Gujarat.
4. The Prevention of Corruption Act, 1988.
5. The Gujarat Civil Service Classification and Recruitment (General Rules) Rules, 1967.
6. The Gujarat Legislative Assembly Rules.

Paper-II Financial Matters (MCQs) (With books).

Duration- Two hours. Marks: 100.

1. The Gujarat Budget Manual, Part I and II.
2. The Gujarat Financial Rules, 1971.
3. The Bombay Contingent Expenditure Rules, 1959.
4. The Gujarat Treasury Rules, 2000.
5. Delegation of Financial Power, 1998.
6. Existing Higher Pay Scale Scheme.

Paper-III Office Procedure (MCQs) (With books).

Duration: Two hours. Marks: 100.

1. Manual of Office Procedure (Non-Secretariat).
2. The Gujarat Civil Services Rules, 2002 Vol.-1 to 8.
3. Purchase policy of Government of Gujarat and updates till date.
4. Performance Appraisal Report Rules and Guidelines.
5. Right to Information Act, 2005.
6. The Gujarat Civil Services Tribunal Act, 1972.

Paper IV GUJARATI-ENGLISH LANGUAGE: (without Books)

Duration: Three hours. Marks: 100.

- (1) Noting and Drafting in Gujarati. 25 Marks

- | | | |
|-----|--|----------|
| (2) | High Court matters-Preparation Para wise remarks, Filling of Affidavit and Drafting of 'Speaking Orders'. | 10 Marks |
| (3) | Government Cor-respondence- different type of letters and difference between them. | 25 Marks |
| (4) | Grammar-English. | 15 Marks |
| | Grammar-Gujarati. | 15 Marks |
| (5) | Administrative Vocabulary- Gujarati and English and its Usage. | 10 Marks |

Paper-V Pertaining to Acts, Rules of the Horticulture department, and other activities relating to the Department. (MCQs) (With Books)

Duration: Two hours.

Marks: 100.

- | | | |
|-----|-------------------------------|---------|
| (1) | Fundamentals of Horticulture. | (10.00) |
|-----|-------------------------------|---------|

Economic importance and classification of horticultural crops and their culture and nutritive value, area and production, exports and imports, fruit and vegetable zones of India and of different states, nursery management practices, soil and climate, vegetable gardens, nutrition and kitchen garden and other types of garden, principles, planning and layout, management of orchards, planting systems and planting densities. Production and practices for fruit, vegetable and floriculture crops, nursery techniques and their management. Principles and methods of pruning and training of fruit crops, types and use of growth regulators in horticulture, water management, weed management, cropping systems, intercropping, multi-tier cropping, mulching, factors influencing the fruitfulness and unfruitfulness. Rejuvenation of old orchards, top working, frame working, principles of organic farming.

- | | | |
|-----|---|---------|
| (2) | Plant Propagation and Nursery Management. | (20.00) |
|-----|---|---------|

Propagation:

Need and potentialities for plant multiplication, sexual and asexual methods of propagation, advantages and disadvantages. Seed dormancy (scarification and stratification) internal and external factors, types of seed germination, methods for breaking seed dormancy, nursery techniques, apomixes – mono-embryony, polyembryony, chimera and bud sport. Propagation Structures: Mist chamber, humidifiers, greenhouses, glasshouses, cold frames, hot beds, poly-houses, nursery tools, containers, media and implements, use of growth regulators in seed and vegetative propagation, methods and techniques of cutting, layering, grafting and budding physiological and bio chemical basis of rooting, factors influencing rooting of cuttings and layering, graft incompatibility. Anatomical studies of bud union, selection and maintenance of mother trees, collection of scion wood stick, scion-stock relationship, and their influences, bud wood certification, techniques of propagation through specialized organs like bulb, rhizome, corm, runners, suckers, etc. Micro-propagation and Micro-grafting, establishment of nursery-site selection, planning and lay out of nursery area, types of nursery, different types of bed, pre-sowing treatments, methods of seed sowing, pricking, watering, weeding, hoeing, fertilization, shading, root culturing technique, lifting windows, grading, packing, storage and transportation. Hardening of plants in nursery, Nursery registration act. Insect/pest/disease control in nursery.

- | | | |
|-----|----------------------------------|--------|
| (3) | Tropical and Subtropical Fruits. | (5.00) |
|-----|----------------------------------|--------|

Horticultural classification of fruits including genome classification. Horticultural zones of India, detailed study of area, production and export potential, varieties, climate and soil requirements, propagation techniques, planting density and systems, after care, training and pruning. Management of water, nutrient and weeds, special horticultural techniques including plant growth regulators, their solution preparation and use in commercial orchards. Physiological disorders. Post-harvest technology, harvest indices, harvesting methods, grading, packaging and storage of the following crops. Mango, banana, grapes, citrus, papaya, sapota, guava, pineapple, jackfruit, avocado, mangosteen, litchi, carambola, durian and passion fruit. Bearing in mango and citrus, causes and control measures of special production problems, alternate and irregular bearing overcome, control measures. Seediness and kokkan disease in banana, citrus decline and casual factors and their management. Bud forecasting in grapes, sex expression and seed production in papaya, latex extraction and crude papain production, economics of production.

- (4) Fundamentals of Vegetable Production. (5.00)

Definition of vegetable; economic, nutritive and aesthetic value of vegetable; area, production and productivity in India, Methods of classification of vegetables and their relative merits and demerits; types of vegetable growing and vegetable forcing structures; effect of temperatures, photo-period, light, relative humidity on vegetable production; organic farming, nutrients essential for plant growth, chemicals and bio-fertilizers and their response; irrigation and water requirements; crop rotation, crop succession, inter-and mixed cropping, weed control, mulching, different pests, diseases and their control measures; role of plant growth substances, vegetable seed production, harvesting storage, grading and marketing of vegetables.

- (5) Ornamental Horticulture. (10.00)

History, scope of gardening, aesthetic values, Classification and identification of landscape plant materials, Gardens in India, types of gardens, Landscaping, historical background, definition, basic principles and basic components. Principles of gardening, garden components, adornments, lawn making, methods of designing rockery, water garden, etc. Special types of gardens, their walk-paths, bridges, constructed features. Special types of gardens, trees, their design, values in landscaping, propagation, planting shrubs and herbaceous perennials. Importance, design values, propagation, planting, cultural operations, constraints and post-harvest practices of climbers and creepers, palms, ferns, grasses and cacti succulents, Bio-aesthetic planning, definition, need, round country planning, urban planning and planting avenues, schools, villages, beautifying railway stations, dam sites, hydroelectric stations, colonies, river banks, planting material for play grounds. Vertical gardens, roof gardens, Parks and public gardens.

- (6) Protected Cultivation of Horticultural Crops. (10.00)

Definition and Principles of protected cultivation, Scope and importance of protected cultivation in India, Types of green house and its design, Environmental control: heating and cooling system, Growing media, fertigation and nutrient management. Cultivation practices of important horticultural crops - rose, gerbera, carnation, anthurium, orchids, capsicum, tomato, muskmelon, cucumber and strawberry. Pest and disease management in green house, Harvesting and post-harvest handling of poly house produce.

- (7) Fundamentals of Post-Harvest Technology of Horticultural Crops. (15.00)

Definition, scope and importance of postharvest technology, Chemical composition of fruits, climacteric and non-climacteric fruits. Maturity standards. Physiological and biochemical changes during ripening of fruits and vegetables. Grading and Sorting, methods of storage. Packing and transportation. Pre and post harvest treatments of horticultural crops. Hastening and delaying of ripening process of fruits and vegetables. Norms and certification for processed products.

- (8) Preservation and Value Addition of Horticultural Crops. (10.00)

Preservation of fruits and vegetables. Principles of different preservatives. Importance of preservation in national economy. Factors affecting the microbial deterioration of fruits and vegetables. Principles and methods of preservation of fruits and vegetables. Importance and scope of value addition in horticultural crops. Value addition in different fruits, vegetables and flowers. crops.

- (9) Pest and Disease Management of Horticultural Crops. (10.00)

Pest: Marks of identification, biology, nature of damage, and management strategies of pest of vegetable crops viz., tomato, brinjal, okra, chilli, cabbage, cauliflower, onion, garlic, potato, turmeric, cucurbitaceous vegetables, tuber crops; fruits crop viz., mango, sapota, citrus, banana, pomegranate, custard apple, aonla, ber and guava; flower crops viz., rose, marigold, chrysanthemum, spider lily, tuberose.

Disease: Symptoms, mode of spread and survival, favourable weather conditions and managements of vegetable crops viz., tomato, brinjal, okra, chilli, cabbage, cauliflower, onion, garlic, potato, turmeric, cucurbitaceous vegetables, tuber crops; fruits crop viz., mango, sapota, citrus, banana, pomegranate, custard apple, aonla, ber and guava; flower crops viz., rose, marigold, chrysanthemum, spider lily, tuberose.

- (10) Promotional Schemes of Directorate of Horticulture. (5.00)

Details of State and Centrally sponsored schemes for Horticulture promotion. Activities and importance of different centers executed by Directorate of Horticulture, viz., canning center, nursery and Centre of Excellence. Understanding of different portals like, i-khedut, HORTNET, etc. Hierarchy of different posts under Directorate of Horticulture and its work.

Appendix 'B'*(see rule 8(3))***Form of Application**

Application for appearing in the departmental examination for promotion to the post of Horticulture Officer, Class II, in the subordinate service under the Directorate of Horticulture,

| | | |
|-----|--|--|
| 1. | Applicant's name in full: (Surname first) (In English and Gujarati). | |
| 2. | Designation (in English and Gujarati) | |
| 3. | Name of the Office in which at present serving: | |
| 4. | Birth date and age at the time of this examination: | |
| 5. | Date of Appointment and total years of service: | |
| 6 | Whether the applicant had appeared at the Examination previously? if so:- | |
| | (a) Month and year of examination at which he had appeared: | |
| | (b) Whether any exemption is earned? If so, Provide details of marks, year of examination and subject ; | |
| | (c) Whether the applicant intends to avail of exemptions earned? State "Yes" or "No" (The choice shall be treated as final and no change shall be allowed) | |
| 7 | Authority or the rules under which the applicant has to appear for the examination: | |
| 8 | Number of the chances and time limit within which the applicant is required to pass the examination; (date of eligibility and date of expiry for appearing at the examination should be mentioned): | |
| 9 | Number of chances exhausted: | |
| 10. | Whether additional chances have been granted? (Number and date of orders) under which the additional chance has been granted to the applicant should be specified and a copy thereof should be attached. | |
| 11. | Purpose of passing the examination (e.g. confirmation, retention in Government Service, promotion etc.) | |
| 12. | Whether the applicant is eligible to appear at the examination according to the rule of the departmental examination: | |
| 13. | Remarks, if any: | |

Place:

Date:

(Signature of Applicant)

Appendix 'C'

(see rule 8(4))

CERTIFICATE OF ELIGIBILITY

Certified that,-

1. The particulars specified in Appendix -B are verified and found correct. shri/smt./kum is eligible to appear at the departmental examination for promotion to the post of Horticulture Officer, Class II, in the subordinate service of the Directorate of Horticulture to be held in
2. * Necessary fee is paid : a copy of challan is attached herewith.
3. * Candidate is granted an additional chance: a copy of the order is attached.

Place:.....

Date:.....

(Signature and designation of the
Head of Department /Office)

- Strike out whichever is not applicable.

By order and in the name of the Governor of Gujarat,

NICKY OZA,

Under Secretary to Government.

EDUCATION DEPARTMENT**NOTIFICATION**Sachivalaya, Gandhinagar, 3rd March, 2025**CONSTITUTION OF INDIA.**

No.G/SH/17/2025/ED/LCB/e-file/3/2022/1297/L:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and in supersession of all the rules made in this behalf, the Governor of Gujarat hereby makes the following rules to provide for regulating recruitment to the post of Deputy Director of Education, Class I and allied posts in the Gujarat Education Service (Administrative Branch) under the Education Department, namely: -

1. (1) These rules may be called the Deputy Director of Education, Class I and allied posts in the Gujarat Education Service (Administrative Branch) under the Education Department Recruitment Rules, 2025.
- (2) They shall come into force on the date of their publication in the *Official Gazette*.
2. In these rules, unless the context otherwise requires, Deputy Director of Education, Class I and allied posts in the Gujarat Education Service (Administrative Branch) means the posts included in Annexure I annexed to these rules.
3. In these rules, unless the context otherwise requires, "Gujarat Educational Service (Administrative Branch), Class I and allied post" means the posts included in Annexure II annexed to these rules.
4. Appointment to the post of the Deputy Director of Education, Class I and allied posts in the Gujarat Education Service (Administrative Branch), under the Education Department shall be made either, -
 - (a) by promotion of a person who possesses 'Very Good' benchmark for being considered fit for promotion within the zone of consideration as laid down in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 from amongst the persons who,-

- (i) have worked for not less than five years in the cadre of Gujarat Education Service (Administrative Branch) Class I and allied posts included in Annexure II annexed to these rules, and
- (ii) have passed the qualifying examination for Computer knowledge in accordance with the provisions of the Gujarat Civil Services Computer Competency Training and Examination Rules, 2006:

Provided that where the appointing authority is satisfied that a person having the experience as specified in sub-clause (i) above is not available for promotion and that it is necessary in the public interest to fill up the post by promotion even of a person having experience for a lesser period; it may, for reasons to be recorded in writing, promote such person who possesses experience of a period of not less than two- thirds of the period specified in sub-clause (i) above; or

- (b) by direct selection.

5. To be eligible for appointment by direct selection to the post mentioned in rule 4 a candidate shall,-

- (a) not be more than 44 years of age:

Provided that the upper age limit may be relaxed in favour of a candidate who is already in the service of the Government of Gujarat in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) rules, 1967:

Provided further that nothing contained in clause(b) of sub-rule (9) of rule 8 of the Gujarat Civil Services Classification and Recruitment (General) Rules,1967 shall be applicable in so far as relaxation of upper age limit as prescribed is concerned;

- (b) possess any post-graduate degree with at least second class and a degree in teaching or education of any of the Universities established or incorporated by or under the Central or a State Act in India; or any other educational institution recognised as such or declared as deemed to be a University under section 3 of the University Grants Commission Act, 1956; or possess an equivalent qualification recognised by the Government; and
- (c) possess the basic knowledge of computer application as prescribed in Gujarat Civil Services Classification and Recruitment (General) Rules, 1967;
- (d) (i) have about seven years experience on the post not below the rank of Gujarat Education Service (Administrative Branch) Class I and allied posts included in Annexure II annexed to these rules under the Commissionerate of School/ Directorate of Primary Education or other offices in the Government of Gujarat;

or

- (ii) have about seven years combined or separate experience of administration/teaching out of which at least four years experience of administration in Government / Local Bodies / Government undertaking / Board /Corporation / Limited Company established under the Companies Act, 2013 / University /registered private or public sector self-financed educational organisation or institution on the post which can be considered equivalent to the post not below the rank of Gujarat Education Service(Administrative Branch)Class I and allied posts included in Annexure II Annexed to this rule under Commissionerate of school/ Directorate of Primary Education or other offices in Government of Gujarat; and

- (e) possess adequate knowledge of Gujarati or Hindi or both.

6. The candidate appointed by direct selection shall be on probation for a period of two years.

7. The candidate appointed by direct selection, during his probation period, shall be required to undergo pre-service training and to pass the post-training examination in accordance with the provisions of the Gazetted Officer's Pre-service Training and Examination Rules, 1970.

8. The candidate appointed by direct selection, during his probation period, shall be required to pass the qualifying examination for computer knowledge, in accordance with the provisions of the Gujarat Civil Services Computer Competency Training and Examination Rules, 2006.

9. The candidate appointed by direct selection shall be required to pass an examination in Gujarati or Hindi or both in accordance with the rules prescribed by the Government.
10. The candidate appointed either by direct selection or by promotion shall be required to undergo such training and to pass such examination as may be prescribed by Government.
11. The candidate appointed by direct selection shall be required to furnish a security and surety bond in such form, for such amount and for such period as may be prescribed by the Government.

Annexure-I

Gujarat Education Service, Class-I (Administrative Branch), Deputy Director and allied Post Details

(See rule 2)

| Sr. No. | Name of the Post | Office |
|---------|--|--|
| 1 | Deputy Director (Establishment). | Commissioner of Schools, Gandhinagar. |
| 2 | Deputy Director (10+2). | |
| 3 | Deputy Director (Secondary Education). | |
| 4 | Deputy Director (Planning). | Director of Primary Education, Gandhinagar. |
| 5 | Deputy Director (Recruitment) | |
| 6 | Deputy Director (RTE). | |
| 7 | Deputy Director (NSS). | Commissionerate of Higher Education, Gandhinagar. |
| 8 | Deputy Director (University). | |
| 9 | Deputy Director (Establishment). | |
| 10 | Deputy Director (KVT). | |
| 11 | Secretary. | Gujarat Council of Education Research and Training, Gandhinagar. |
| 12 | Project Officer (Population Education). | |
| 13 | Deputy Director (GSQAC). | |
| 14 | Secretary. | Samagra Shiksha Abhiyan, Gandhinagar. |
| 15 | Project Director. | |
| 16 | Secretary. | Gujarat Secondary and Higher Secondary Education Board, Gandhinagar. |
| 17 | Joint Director. | |
| 18 | Deputy Director (Administration - Distribution). | Gujarat State Board of School Textbook, Gandhinagar. |
| 19 | Deputy Director (Administration). | Gujarat Institute of Educational Technology, Ahmedabad. |
| 20 | Officer on Special Duty (OSD). | Gujarat State Sanskrit Board, Gandhinagar. |

Annexure-II

Gujarat Education Service, Class I (Administrative Branch) District Education Officer/District Primary Education Officer and allied post details

(See rules 3, 4(a) (i), 5(d) (i) and 5(d) (ii))

| Sr. No. | Name of the post | Office |
|---------|---|--|
| 1 | District Education Officer. | District Education Officer Office (At the district level). |
| 2 | District Primary Education Officer. | District Primary Education Officer Office (At the district level). |
| 3 | Assistant Director (10+2). | Commissioner of Schools, Gandhinagar. |
| 4 | Assistant Director (Secondary-1). | |
| 5 | Assistant Director (Secondary-2). | |
| 6 | Assistant Director (Recruitment). | |
| 7 | Assistant Director (Establishment). | |
| 8 | Co-ordinator. | Secondary Teachers' Training Institute, Gandhinagar. |
| 9 | Additional State Project Director. | RMSA (Rashtriya Mashyamik Shiksha Abhiyan), Gandhinagar. |
| 10 | Additional State Project Director (Model Schools/Girls Hostel). | |
| 11 | Reader. | Gujarat Council of Educational Research and Training, Gandhinagar. |
| 12 | Assistant Director. | Director of Literacy and Continuing Education, Gandhinagar. |
| 13 | Administrative Officer. | Commissionerate of Higher Education, Gandhinagar. |
| 14 | Administrative Officer. | Director of Primary Education, Gandhinagar. |
| 15 | Administrative Officer (Legal). | |
| 16 | Planning Officer. | |
| 17 | Secretary. | State Examination Board, Gandhinagar. |
| 18 | Officer In-charge (Teachers' Training). | Samagra Shiksha Abhiyan, Gandhinagar. |
| 19 | Officer In-charge (Monitoring). | |
| 20 | Officer In-charge (Women's Development). | |
| 21 | Officer In-charge (Media and Document). | |
| 22 | Producer. | Gujarat Institute of Educational Technology, Ahmedabad. |
| 23 | Lecturer Production. | |
| 24 | Lecturer Evaluation. | |
| 25 | Deputy Director(Examination). | Gujarat Secondary and Higher Secondary Education Board, Gandhinagar. |
| 26 | Joint Secretary (School Regulation). | |
| 27 | Joint Secretary (Academy). | |

By order and in the name of the Governor of Gujarat,

G. T. PANDYA,

Additional Secretary to Government.

LABOUR, SKILL DEVELOPMENT AND EMPLOYMENT DEPARTMENT**NOTIFICATION**Sachivalaya, Gandhinagar, 6th February, 2025**CONSTITUTION OF INDIA.**

No.GR-2025-12-LED/MRW/e-file/11/2022/1186/R1:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and in supersession of all rules made in this behalf, the Governor of Gujarat hereby makes the following rules to provide for regulating recruitment to the post of Supervisor Instructor (Engineering Trade, Non Engineering Trade), Class III, in the subordinate service of the Directorate of Employment and Training (Training Wing), Gujarat State, namely:-

1. (1) These rules may be called the Supervisor Instructor, Class III, Recruitment Rules, 2025.
 (2) They shall come into force on the date of their publication in the *Official Gazette*.
2. Appointment to the post of Supervisor Instructor, (Engineering Trade, Non Engineering Trade) Class III, in the subordinate service of the Directorate of Employment and Training shall be made by direct selection.
3. To be eligible for appointment by direct selection to the post mentioned in rule 2, a candidate shall, -
 - (a) not be less than 18 years and not be more than 36 years of age:

provided that the upper age limit may be relaxed in favour of the candidate who is already in the service of the Government of Gujarat in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967.
 - (b) possess,-
 - (i) A diploma in the appropriate branch of engineering/technology or advance diploma(vocational) from recognised board/institute as shown against each trade/group in Appendix A, obtained from the State Technical Examination Board or any of the University established or incorporated by or under the Central or a State Act in India; or any other educational institution recognised as such or declared as deemed to be a University under section 3 of the University Grants Commission Act,1956; or accredited by All India Council for Technical Education (AICTE) or possess an equivalent qualification and have experience in the relevant field as described in Appendix-A respectively or
 - (ii) A bachelor's degree in the appropriate branch of engineering or technology from recognised University as shown against each trade/group in Appendix- A, obtained from any of the Universities established or incorporated by or under the Central or a State Act in India; or any other educational institution recognised as such or declared as deemed to be a University under section 3 of the University Grants Commission Act, 1956, or accredited by All India Council for Technical Education (AICTE) or possess an equivalent qualification and have experience in the relevant filed as described in Appendix- A, respectively or
 - (iii) Craft Instructor Training Scheme (CITS) / National Craft Instructor Certificate (NCIC) (for those trades where courses under craft instructor training scheme are available) in each same or relevant trade / group obtained from Director General of Training / Director General of Employment and Training / Ministry of Skill Development and Entrepreneurship, Government of India and have experience in the relevant field as described in Appendix A respectively.
 - (c) possess the basic knowledge of computer applications as prescribed in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967.
4. The provisions of rule 9A of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 shall be applicable in respect of the candidate appointed by direct selection.
5. The candidate appointed by direct selection shall be required to undergo such training and to pass such examination as may be prescribed by the Government.
6. The candidate appointed by direct selection shall be required to furnish a security and surety bond in such form, for such amount and for such period as may be prescribed by the Government.

Appendix – A*(See rule,3(b)(i)(ii)(iii))*

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
|---------|------------------|---|---|
| 1. | Automobile | 1. Mechanic (Motor Vehicle). 2. Mechanic Diesel. 3. Mechanic Auto Body Repair. 4. Mechanic Auto Body Painting. 5. Mechanic Two and Three Wheeler. 6. Driver cum Mechanic. 7. Pump Operator Mechanic. 8. Two Wheelers Repairer. 9. Mechanic (Tractor). | Must possess valid LMV driving license issued by competent state authority at the time of appointment. and Technical qualification: Bachelor's degree in Automobile / Mechanical with one-year post qualification experience in the relevant field. or Three years Diploma in Automobile / Mechanical with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 2. | Auto Electrical. | 1. Mechanic Auto Electrical and Electronics. | Must possess valid LMV driving license issued by competent state authority at the time of appointment. and Technical qualification: Bachelor's degree in Automobile / Mechanical / Electrical / Electrical and Electronics / Electronics and Communication with one-year post qualification experience in the relevant field. or Three years Diploma in Automobile /Mechanical/ Electrical / Electrical and Electronics / Electronics and Communication with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS /NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 3 | Chemical. | 1. Laboratory Assistant. (Chemical Plant) 2. Attendant Operator (Chemical Plant). 3. Mechanic Maintenance (Chemical Plant). 4. Electroplater. | Technical qualification: Bachelor's degree in chemical with one-year post qualification experience in the relevant field or Three years Diploma in Chemical with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| 4 | Civil Construction and Infrastructure. | 1. Surveyor. 2. Draughtsman (Civil). 3. Plumber. 4. Mason (Building Construction). 5. Civil Engineering Assistant. 6. Plumbing Assistant (GCVT pattern). 7. Architectural Draughtsman. | Technical qualification: Bachelor's Degree in Civil / Architecture with one – year post qualification experience in the relevant field. or Three years Diploma in Civil /Architecture with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field |
| 5 | Electrical. | 1. Wireman. 2. Electrician. 3. Solar Technician Electrical. 4. Electrician Power Distribution. 5. Lift and Escalator Mechanic. 6. Armature Motor Rewinding. 7. Electric Appliances Repairer. 8. Lift Mechanic. 9. Domestic Appliances Repairer (GCVT) | Technical qualification: Bachelor's degree in Electrical / Electrical and Electronics with one-year post qualification experience in the relevant field. or Three years Diploma in Electrical / Electrical and Electronics with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS /NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 6 | Electronics. | 1. Electronics Mechanic. 2. Technician. Power Electronics System 3. Mechanic Consumer Electronics Appliances 4. Technician Electronics System Design and Repair. 5. Smartphone Technician Cum App Tester. 6. IoT Technician (Smart City). 7. IoT Technician (Smart Agriculture). 8. Fiber to Home Technician. | Technical qualification: Bachelor's degree in Electronics/ Electronics and Communication /Electronics and Telecommunication / Power Electronics / Electrical and Electronics with one-year post qualification experience in the relevant field. or Three years Diploma in Electronics /Electronics and Radio / Electronics and Communication / Electronics and Telecommunication / Power Electronics / Electrical and Electronics with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS /NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 7 | Fabrication. | 1. Welder. 2. Welder (GMAW and GTAW). 3. Welder (Pipe). 4. Welder (Structural). 5. Welder | Technical Qualification: Bachelor's degree in Mechanical / Production / Fabrication / Metallurgy with one-year post qualification experience in the relevant field. or Three years Diploma in Mechanical/ Production/ Fabrication / Metallurgy with two years post qualification experience in the relevant field. |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| | | (Fabrication Fitting). 6. Welder (Welding and inspection) 7. Welder cum Fabricator. 8. Sheet Metal Worker. | or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 8 | Information Technology. | 1. Information and Communication Technology System Maintenance. 2. Information Technology. 3. Mechanic Computer Hardware. 4. Network Technician. 5. Certificate Course in Hardware Technology Network and Administration. 6. Computer Hardware and Network Maintenance. 7. Database System Assistant. 8. Software Testing Assistant. | Technical qualification: Bachelor's degree in Engineering or Technology in Computer / Computer Science / Information Technology / Electronics and Communication / Information and Communication with one-year post qualification experience in the relevant field or Bachelor in Computer Science / Computer Application / IT / Information and Communication with two years post qualification experience in the relevant field or Post-graduate in Computer Science / Computer application / Information Technology / Electronics / Information and Communication or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 9 | Instrumentation. | 1. Instrument Mechanic. 2. Instrument Mechanic (Chemical Plant). | Technical qualification: Bachelor's Degree in Instrumentation / Instrumentation and Control / Mechatronics with one-year post qualification experience in the relevant field or Three years Diploma in Instrumentation / Instrumentation and Control / Mechatronics with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS / NCIC in the relevant trade with three years post qualification experience in the relevant field. |
| 10 | Mechatronics. | 1. Technician Mechatronic. | Technical qualification: Bachelor's Degree in Mechatronics with one-year post qualification experience in the relevant field or Three years Diploma in Mechatronics with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 11 | Interior Design. | 1. Interior Design and Decoration. | Technical qualification: Bachelor's Degree in Design / Interior Design / Interior design and decoration with |

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|---------|----------------------|--|--|
| | | | <p>one-year post qualification experience in the relevant field</p> <p>or</p> <p>Three years Diploma in Interior Design and Decoration with two years post qualification experience in the relevant field.</p> <p>or</p> <p>SSC pass or equivalent and CITS/NCIC passed in the trade of “Interior Design and Decoration” with three years post qualification experience in the relevant field.</p> |
| 12 | Medical Electronics. | <p>1. Technician Medical Electronics.</p> <p>2. IoT Technician (Smart Health Care).</p> <p>3. Medical Instruments Mechanic (GCVT).</p> | <p>Technical qualification: Bachelor's Degree in Biomedical / Medical Electronics/Instrumentation and Control / Electrical and Electronics / Electronics / Bio Medical and Instrumentation / Power Electronics / Electronics and Communication with one-year post qualification experience in the relevant field.</p> <p>or</p> <p>Three years Diploma in Biomedical / Medical Electronics / Instrumentation and Control / Electrical and Electronics / Electronics / Bio Medical and Instrumentation / Power Electronics / Electronics and Communication with two years post qualification experience in the relevant field.</p> <p>or</p> <p>SSC pass or equivalent and CITS /NCIC in the relevant trade with three years post qualification experience in the relevant field.</p> |
| 13 | Marine. | <p>1. Marine Engine Fitter.</p> <p>2. Marine Engineering Technician.</p> <p>3. Marine Fitter.</p> | <p>Technical qualification:</p> <p>Bachelor's Degree in Mechanical / Marine with one-year post qualification experience in the relevant field</p> <p>or</p> <p>Three years Diploma in Mechanical / Marine with two years post qualification experience in the relevant field.</p> <p>or</p> <p>SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field.</p> |
| 14 | Metallurgy. | 1. Foundry man. | <p>Technical qualification: Bachelor's degree in Metallurgy / Advanced Diploma in Foundry Technology with one-year post qualification experience in the relevant field</p> <p>or</p> <p>Three years Diploma in Metallurgy with two years post qualification experience in the relevant field.</p> <p>or</p> <p>SSC pass or equivalent and CITS / NCIC in the same trade with three years post qualification experience in the relevant field.</p> |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| 15 | Plastic. | 1. Plastic Processing Operator. | Technical qualification: Bachelor's degree in Plastic engineering/ technology with one-year post qualification experience in the relevant field. or Three years Diploma in Plastic Mold / Plastic Engineering with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS / NCIC in the same trade with three years post qualification experience in the relevant field. |
| 16 | Mechanical. | 1. Turner. 2. Fitter. 3. Machinist. 4. Machinist Grinder. 5. General Mechanic. 6. Mechanic Machine Tool Maintenance. 7. Operator Advance Machine Tool. 8. Pattern Maker 9. Tool and Die Maker (Press Tools, Jigs and Fixtures). 10. Tool and Die Maker (Dies and Molds). 11. Draughtsman Mechanic. 12. Carpenter (Wood Work Technician). 13. Additive Manufacturing Technician (3D Printing). 14. Metal Cutting Attendant (VI). 15. Mechanic Lens / Prism Grinding. 16. In Plant Logistic Assistant. 17. Warehouse Technician. | Technical qualification: Bachelor's Degree in Mechanical /Production / Industrial Engineering / Technology with one-year post qualification experience in the relevant field or Three years Diploma in Mechanical /Production / Industrial with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS /NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 17 | Textile. | 1. Textile Mechatronics. 2. Textile Wet Processing Technician. 3. Weaving Technician. 4. Weaving technician for Silk and Woollen Fabrics. 5. Spinning Technician | Technical qualification: Bachelor's Degree in Textile / Textile Production/Textile Processing / Textile Designing /Textile Chemistry with one-year post qualification experience in the relevant field or Three years Diploma in Textile / Textile Production / Textile Processing / Textile Designing / Textile |

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| | | | Chemistry with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 18 | Refrigeration and Air Conditioning. | 1. Refrigeration and Air Conditioner Technician. 2. Central Air Condition Plant Mechanic. | Technical qualification: Bachelor's degree in mechanical engineering/ Technology with one-year post qualification experience in the relevant filed or Three years Diploma in Mechanical with two years post qualification experience in the relevant filed or SSC pass or equivalent and CITS / NCIC in the same trade with three years post qualification experience in the relevant filed. |
| 19 | Rubber. | 1. Rubber Technician. | Technical qualification: Bachelor's Degree in Rubber Engineering/ Technology with one-year Post qualification experience in the relevant field or Three years Diploma in rubber with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/ NCIC passed in the same trade with three years post qualification experience in the relevant field. |
| 20 | Mining. | 1. Stone Mining Machine Operator. 2. Stone Processing Machine Operator. 3. Mechanic Mining Machinery. | Technical qualification: Bachelor's Degree in Civil / Mining / Electrical / Mechanical / Metallurgy with one-year post qualification experience in the relevant field or Three years Diploma in Civil / Mining / Electrical / Mechanical / Metallurgy with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the relevant trade with three-year technical experience in the relevant filed |
| 21 | Computer. | 1. Computer Operator and Programming Assistant. 2. Data Entry Operator. 3. Certificate in Software Programming. 4. Certificate in E – Commerce. | Technical qualification: Bachelor's degree in Engineering or Technology in computer / Computer Science and/or Information Technology / Information and Communication Technology with one-year post qualification experience in the relevant field or Bachelor in Computer Application and/or Information Technology / |

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| | | 5. Certificate in Web Design. 6. Certificate in Multimedia Technology and D.T.P.. 7. Computer Operator. 8. Certificate Course in Computer Teachers Training. | Computer Science and/or Information Technology with two years post qualification experience in the relevant field or Post-graduate in Computer Application and/or Information Technology / Computer Science and/or Information Technology / Information and Communication Technology or Three years Diploma in Computer / Computer Science/ Information Technology / Information and Communication technology with two years post qualification experience in the relevant field. or SSC pass or equivalent and NCIC in “COPA” with three years post qualification experience in the relevant field. |
| 22 | Refractory. | 1. Refractory Technician. | Technical qualification: Bachelor's Degree in Mechanical / Ceramic / Metallurgy with one-year post qualification experience in the relevant field. or Three years Diploma in Mechanical / Ceramic / Metallurgy with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the trade of “Refractory Technician” with three years' experience in the relevant filed. |
| 23 | Apparel and Fashion. | 1. Sewing Technology 2. Cutting and Sewing (VI). 3. Dress Making. 4. Computer Aided Embroidery and Designing. 5. Garment Making. 6. Garment Sewing Machine Operator. 7. Garment Pattern Making. 8. Men's and Women's Garment Making. 9. Fashion Design and Technology. | Technical qualification: Bachelor's Degree in Costume Design / Dress Making / Computer aided Costume Design and/or Dress Making /Apparel / Fashion / Fashion Design / Fashion Communication with one-year post qualification experience in the relevant field. or Diploma (Minimum two years) in Costume Design and/or Dress Making / Computer aided Costume Design and/or Dress Making / Apparel / Fashion / Fashion Design / Garment Fabrication with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS /NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |

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| | | 10. Surface ornamentation Techniques (Embroidery). | |
| 24 | Beauty Culture and Hair Dressing | 1. Cosmetology. 2. Hair and Skin Care (VI). | Technical qualification: Bachelor's Degree in Beauty Culture and/or Cosmetology from UGC recognised institutes with one-year post qualification experience in the relevant field. or Diploma in the Beauty Culture and/or Cosmetology from recognised University with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the trade of Hair and Skin Care / Cosmetology with three years post qualification experience in the relevant field. |
| 25 | Dairy Industry. | 1. Dairying. 2. Milk and Milk Product Technician. | Technical qualification: Bachelor's Degree in Dairy Technology/ Dairy Science / Dairy Science and Technology with one-year post qualification experience in the relevant field or Diploma (Minimum 2 years) in Dairy Technology/ Dairy Science/ Dairy Science and Technology with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 26 | Employability Skills. | 1. Employability Skills. | Qualification: Master of Business Administration with one-year post qualification experience in the relevant field in industry and/or in Institute in teaching in communication skills and personality development or Bachelor of Business Administration with two years post qualification experience in the relevant field in industry and/or in Institute in teaching in communication skills and Personality development. |
| 27 | Fire and Safety. | 1. Fireman. 2. Fire Technology and Industrial Safety Management. 3. Health, Safety and Environment. | Technical qualification: Bachelor's Degree in Fire and Safety / Fire Science / Fire / B.Sc.(Fire)/ B.Sc. (Fire and Safety)/ Sub officer's course or the Fire Prevention Course recognised by the National Fire Service College, Nagpur with any degree with one-year post technical qualification experience in the relevant field |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| | | | <p>or</p> <p>Advanced Post Graduate Engineering/Diploma (Minimum 2 years) in Industrial Safety / Fire and Industrial Safety / Health, Safety and Environment with two years post qualification experience in the relevant field</p> <p>or</p> <p>Defence / Paramilitary forces Officer JCOs/NCOs with 10 years of experience in the relevant field</p> <p>or</p> <p>SSC pass or equivalent and CITS/NCIC passed in the relevant trade with three years post qualification experience in the relevant field.</p> |
| 28 | Finance. | <p>1. Finance Executive.</p> <p>2. Certificate course in Financial Advising.</p> | <p>Qualification:</p> <p>Post Graduate/ Graduate in Finance / Commerce/ from UGC recognised University / College / with one-year post qualification experience in the relevant field</p> <p>or</p> <p>Diploma (Minimum 2 years) in Finance / Commerce from recognised board of education with two years post qualification experience in the relevant field</p> <p>or</p> <p>Institute of Cost Accountants of India (ICMAI) formally known as Institute of Cost and Works Accountants of India (ICWAI) / Master of Business Administration (MBA) - Finance with one-year post qualification experience in the relevant field</p> <p>or</p> <p>SSC pass or equivalent and CITS/NCIC passed in the trade of "Finance Executive" with three years post technical qualification experience in the relevant field.</p> |
| 29 | Leather. | <p>1. Leather Goods Maker.</p> <p>2. Footwear Maker.</p> | <p>Technical qualification:</p> <p>Bachelor's Degree in Leather / Leather Technology with one-year post qualification experience in the relevant field</p> <p>or</p> <p>Diploma (Minimum 2 year) in Leather Technology with two years post qualification experience in the relevant field</p> <p>or</p> <p>SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field.</p> |
| 30 | Printing. | <p>1. Desktop Publishing Operator.</p> <p>2. Offset Printer / Offset Printer</p> | <p>Technical qualification:</p> <p>Bachelor's degree in Printing with one-year post technical qualification experience in the relevant field.</p> <p>or</p> |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| | | And Packagers. | Diploma (Minimum 2 years) in Printing with two years post qualification experience in the relevant field. or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 31 | Medical and Nursing. | 1. Certificate Course In Medical Laboratory Technology (Pathology). | Technical qualification: Bachelor of Science in/ with Microbiology with one-year post qualification experience in the relevant field or Minimum 2 Year Diploma/Advance Diploma in Medical Laboratory Technician with two years post qualification experience in the relevant field. |
| | | 1. Old Age Care. | Technical qualification: Bachelor's Degree in Nursing or Midwifery from UGC recognised university with one-year post qualification experience in the relevant field or Diploma (Minimum 2 years) in Nursing or Midwifery from a recognised board of education with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the "Old Age Care" trade with three years post qualification experience in the relevant field |
| | | 1. Health Sanitary Inspector. | Technical qualification: Diploma (Minimum 1 years) in Sanitary Inspector from recognised University with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the Trade of "Health Sanitary Inspector" With three year post qualification experience in the relevant field. |
| | | 1. Radiology. Technician | Technical qualification: Bachelor's degree in Radiology Technician / Radiation Therapy Technician from AICTE /UGC recognised Engineering College / University with one-year post qualification experience in the relevant field or Diploma (Minimum 2 years) in Radiology Technician from AICTE recognised board of technical education with two years post qualification experience in the relevant field or |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| | | | SSC pass or equivalent and CITS/NCIC passed in the Trade of "Radiology Technician" with three years post technical qualification experience in the relevant field. |
| 32 | Floriculture-Horticulture | 1. Floriculture and Landscaping. 2. Horticulture. | Technical qualification: Bachelor's Degree in Agriculture / Horticulture from AICTE / UGC recognised University with one-year post qualification experience in the relevant field or B.Sc. (Agriculture / Horticulture) from UGC recognised University with two years post qualification experience in the relevant field or Advanced Post Graduate Diploma (Minimum 2 years) in Agriculture / Horticulture from recognised board of education with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the same or relevant trade with three years post qualification experience in the relevant field. |
| 33 | Painting. | 1. Painter (General). 2. Industrial Painter. 3. Domestic Painter. | Technical qualification: Bachelor's Degree in Paint or Bachelor of Fine Arts from AICTE/UGC recognised Engineering College / University with one-year post qualification experience in the relevant field or Three years Diploma in Paint Technology / Painting from AICTE recognised board of technical education with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the relevant trade with three years post qualification experience in the relevant field. |
| 34 | Office Assistant. | 1. Secretarial Practice (English). | Technical qualification: Bachelor's degree obtained from UGC recognised university with one-year post qualification experience in the relevant field (with short-hand and Typing) or Diploma (Minimum 2 years) in Commercial Practice from recognised Board of education with two years post qualification experience in the relevant field (with short-hand and Typing) or SSC pass or equivalent and CITS/NCIC passed in "Secretarial Practice (English)" trade with three years post qualification in the relevant field (with short-hand and Typing). |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| 35 | Office Assistant - Steno. | 1. Stenographer Secretarial Assistant (English). 2. Steno-Cum-Computer Operator (English / Gujarati). 3. Stenography (Gujarati). | Technical qualification: Bachelor's degree obtained from UGC recognised University with two years of experience in the relevant field (with short-hand and Typing) or Diploma (Minimum 2 years) in Commercial Practice from recognised Board of education with two years post qualification experience in the relevant field (with short-hand and Typing) or SSC pass or equivalent and CITS / NCIC the same or relevant trade with three years of experience in the relevant field (with short-hand and Typing). |
| 36 | Hospitality-Food. | 1. Food Beverages. 2. Food Production (Continental/ Indian/ Punjabi/ Chinese). 3. Food Production (General). 4. Craftsman Food Production (Vegetarian). 5. Baker and Confectioner 6. Preservation of fruits and Vegetables. 7. House Keeping and Bakery. 8. Food Management Technician. 9. Agro Processing. 10. Fruits and Vegetable Processing. | Technical qualification: B.Sc. in Hospitality and Hotel Administration – Generic or Post Graduate Diploma in Accommodation operations and Management or Post Graduate Diploma in Dietetics and Hospital Food Service or Diploma in Food Production or Diploma in Food and Beverage Service or Diploma in Front Office Operation or Diploma in Housekeeping Operation or Diploma in Bakery and Confectionery from Institute affiliated by the National Council for Hotel Management or Degree in Food Technology / Hotel Management and Catering Technology / Hospitality and Hotel / Hotel Management Catering and Nutrition / Hotel Management and Catering /Hospitality and Hotel / Hotel Management / Hospitality, Travel and Tourism / Post Graduate Diploma in Hotel Management approved by AICTE with one-year post qualification experience in the relevant filed for four-years Degree course or Master Degree; Two-year post qualification experience in the relevant field for Three-year Degree course or Diploma (Minimum 2 years) from the Institute affiliated by the National Council for Hotel Management (An Apex Body Under Ministry of Tourism, Government of India) or from the Institute approved by AICTE or UGC in Hotel Management and Catering Technology / |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
|---------|----------------------|---|--|
| | | | Hospitality and Hotel / Hotel Management catering and Nutrition / Hotel Management and Catering with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 37 | Hospitality-Service. | 1. Event Management Assistant. 2. Front Office Assistant. 3. Telephone Operator Cum Receptionist 4. Cabin / Room Attendant. 5. Corporate House Keeping. 6. Hospital Housekeeping. 7. Steward. 8. Domestic Housekeeping. 9. Industrial Housekeeping 10. Food and Beverage Service Assistant. 11. Catering and Hospitality Assistant. 12. Housekeeper. | Technical qualification: B.Sc. in Hospitality and Hotel Administration – Generic or Post Graduate Diploma in Accommodation operations and Management or Post Graduate Diploma in Dietetics and Hospital Food Service or Diploma in Food Production or Diploma in Food and Beverage Service or Diploma in Front Office Operation or Diploma in Housekeeping Operation or Diploma in Bakery and Confectionery from Institute affiliated by the National Council for Hotel Management, (An Apex Body Under Ministry of Tourism, Government of India) or Degree in Food Technology / Hotel and Tourism Management / Hotel Management and Catering Technology / Hospitality and Hotel / Tourism Administration / Hotel Management Catering and Nutrition / Hotel Management and Catering / Hospitality and Hotel /Hotel Management / Hospitality, Travel and Tourism / Post Graduate Diploma in Hotel Management approved by AICTE With one-year post qualification experience in the relevant filed for four-year Degree course and Master Degree; Two-year post qualification experience in the relevant field for Three-year Degree course or Diploma (Minimum 2 years) from the Institute affiliated by the National Council for Hotel Management or from the Institute approved by AICTE or UGC in Hotel and Tourism Management / Hotel Management and Catering Technology / Hospitality and Hotel / Tourism Administration / Hotel Management catering and |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
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| | | | Nutrition / Hotel Management and Catering Technology with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS / NCIC in the same or relevant trade with three years post qualification experience in the relevant field. |
| 38 | Geo-Informatics | 1. Geo-Informatics Assistant. | Technical qualification: Bachelor's degree in Geo Informatics or M.Sc. in Geo Informatics with one-year post qualification experience in the relevant field or Bachelors / Masters in any stream with one-year Diploma in Remote Sensing and GIS (Geographic Information System) with 50% marks from UGC recognised University with one-year post qualification experience in the relevant field or Diploma (Minimum 2 years) in Geo Informatics / Remote Sensing and GIS With two years post technical qualification experience in the relevant field. or SSC pass or equivalent and CITS/NCIC passed in the trade "Geo Informatics Assistant" with three years Post qualification experience in the relevant field. |
| 39 | Tourism. | 1. Tourist Guide. 2. Travel and Tour Assistant. | Technical qualification: Bachelor's Degree in Tourism with one-year technical experience in the relevant field or Graduate with subject of Indian History from UGC recognised University with two years post qualification experience in the relevant field or Diploma (Minimum 2 years) in Tour and Travel Management with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in same or relevant trade with three years post qualification experience in the relevant field |
| 40 | Aerospace and Aviation. | 1. Remotely Piloted Aircraft. | Technical qualification: Must possess Director General of Civil Aviation (DGCA) approved Drone Instructor License at the |

| Sr. No. | Name of Group | Name of The Trade | Eligibility criteria |
|---------|--------------------------|---|--|
| | | (RPA)/Drone Pilot. | time of appointment. |
| 41 | Handicraft. | 1. Bamboo Works. | Technical qualification: Bachelor's Degree in Bamboo / Bamboo Studies with one-year post qualification experience in the relevant field or Engineering/ Diploma (Minimum 2 years) in Bamboo / Bamboo Studies with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the trade of "Cane Willow and Bamboo Worker/ Bamboo Works/ Bamboo Technology" with three years post qualification experience in the relevant field. |
| 42 | Media and Entertainment. | 1. Digital Photographer. 2. Photographer. 3. Video. Cameraman | Technical qualification: Degree in Photography /Cinematography / Videography with one-year post qualification experience in the relevant field or Diploma (Minimum 2 Years) in Photography / Cinematography / Videography with two years post qualification experience in the relevant field or SSC pass or equivalent and CITS/NCIC passed in the relevant trade with three years post qualification experience in the relevant field. |
| 43 | Human Resource | 1. Human Resource Executive. | Technical qualification: Bachelor's Degree in Human Resource Management with one-year post qualification experience in the relevant field Or MBA (HR) with one-year post qualification experience in the relevant filed or Diploma (Minimum 2 years) in Human Resource Management with two years post qualification experience in the relevant filed or SSC pass or equivalent and CITS/NCIC passed in the trade of "Human Resource Executive with three years post qualification experience in the relevant field. |

By order and in the name of the Governor of Gujarat,

TEJAS H. SONI,

Joint Secretary to Government.

શ્રમ, કૌશલ્ય વિકાસ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, ૨૪મી ફેબ્રુઆરી, ૨૦૨૫

કારખાના અધિનિયમ, ૧૯૪૮

ક્રમાંક: GR/2025/17/LED/FAC/e-file/11/2022/1639/M3:- કારખાના અધિનિયમ, ૧૯૪૮ (સને-૧૯૪૮નો ૬૩મો)ની કલમ-૬૬ (૧) ખંડ(બી) ના પરંતુકથી મળેલ સત્તાની રૂએ તથા SCA/2984/2012 with SCA 11532/2013 with SCA 11533/2013 માં નામદાર ગુજરાત વડી અદાલતના તા.૧૩/૧૨/૨૦૧૩ ના CAV JUDGEMENT માં આપેલ નિર્દેશને આધિન; HI-LEX INDIA PRIVATE LIMITED, Plot No.AV-33, BOL Industrial Estate, Sanand-II, Ahmedabadની તા.૨૪/૦૬/૨૦૨૪ ના પત્રથી સ્ત્રી શ્રમયોગીઓને બીજી પાળીમાં બપોરના ૦૩.૩૦ થી રાત્રીના ૧૨.૦૦ સુધી કામે રાખવા માટેની રજૂઆતના સંદર્ભમાં નિયામકશ્રી, ઔદ્યોગિક સલામતી અને સ્વાસ્થ્ય, અમદાવાદના તા.૨૫/૧૦/૨૦૨૪ તથા તા.૧૫/૦૨/૨૦૨૫ના પત્રોની ભલામણ અન્વયે જાહેરનામું પ્રસિદ્ધ થયા તારીખથી એક વર્ષ માટે નીચેની શરતોને આધીન રહીને બીજી પાળીમાં બપોરના ૦૩.૩૦ થી રાત્રીના ૧૨.૦૦ સુધી સ્ત્રી શ્રમયોગીઓને કામે રાખવાની આથી મંજૂરી આપવામાં આવે છે.

- સ્ત્રી શ્રમયોગીઓને તેમના રહેઠાણથી કારખાનામાં અને કારખાનામાંથી રહેઠાણ સુધી લાવવા લઈ જવાની મફત વ્યવસ્થા શીફ્ટવાર કરવાની રહેશે.
- ઉપર મુજબની વ્યવસ્થા પૂરી પાડવામાં આવે તે સ્ત્રી શ્રમયોગીઓને લાવવા લઈ જવા માટેના વાહનમાં પૂરતી સલામતીની વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીનું રહેઠાણનું સરનામું બદલાઈ જાય (સામાન્ય રીતે લગ્ન થતા સરનામું બદલાય છે) તો પીક- અપ સ્થાન ફરીથી નક્કી કરવું અથવા સદરહું સ્ત્રી શ્રમયોગીને પ્રથમ પાળી કે જનરલ પાળીમાં જ કામે રાખવામાં આવે તે રીતે વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીના ૦૬ વર્ષથી નાના બાળકો માટે લાગુ પડતું હોય તેવા કિસ્સામાં કારખાના અધિનિયમ ૧૯૪૮ની કલમ-૪૮ માં ઉલ્લેખિત જરૂરી સુવિધાઓ સ્થાપવાની-સંચાલન કરવાની રહેશે. તે અધિનિયમની જોગવાઈઓ મુજબ રાખવાના થતા ઘોડિયા ઘર માટે ગુજરાત કારખાના નિયમ-૧૯૬૩ના નિયમ-૮૩ અને નિયમ ૮૩-એ ની જોગવાઈઓ મુજબની યોગ્ય લાયકાતવાળી સ્ત્રીની નિમણૂક કરવી.
- કારખાના ધારો, ૧૯૪૮ની કલમ, ૬૬(૧)(બી)માંથી જે શરતોએ મુક્તિ આપવામાં આવે તે શરતો ગુજરાતી ભાષામાં કારખાનામાં શ્રમયોગીઓ વાંચી શકે તે રીતે મુક્તિના સમયગાળા દરમિયાન કારખાનામાં પ્રદર્શિત કરવાની રહેશે.
- જે સ્ત્રી શ્રમયોગીઓને બીજી પાળીમાં બપોરના ૦૩.૩૦ થી રાત્રીના ૧૨.૦૦ સુધી કામે રાખવામાં આવે તે સ્ત્રી શ્રમયોગીઓની કામ કરવાની લેખિતમાં સંમતિ મેળવવાની રહેશે.
- ગર્ભ ધારણ અથવા બાળ જન્મને સંબંધિત ન હોય તેવા ન્યાયિક કારણો સિવાય સ્ત્રી શ્રમયોગીઓને ડીસમીસ કરી શકાશે નહીં કે નોટીસ આપી શકાશે નહીં. તે અંગેની જાણકારી સ્ત્રી શ્રમયોગીઓને કરવાની રહેશે.
- બીજી પાળી દરમિયાન કામે રાખવામાં આવેલ સ્ત્રી શ્રમયોગીઓ માટે સ્ત્રી સુપરવાઈઝરની વ્યવસ્થા કરવાની રહેશે.
- ફેક્ટરી એક્ટની કલમ-૬૬(૧)(એ) મુજબ, સદરહું એક્ટની કલમ-૫૪ અન્વયે ૦૮ કલાકથી વધુ સમય માટે (એક પાળીમાં) સ્ત્રી શ્રમયોગીઓ પાસેથી કામ લઈ શકાશે નહિ.
- સ્ત્રી શ્રમયોગીઓની જાતિય સતામણી ન થાય તે માટે નામ. સુપ્રિમ કોર્ટના રીટ પીટીશન નં.૬૬૬ થી ૬૭૦/૧૯૯૨ ના તા.૧૩-૬-૯૭ ના ચૂકાદાની સૂચનાઓનો અમલ કરવાનો રહેશે તથા The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal Act – 2013ની જોગવાઈ મુજબ Internal Complaints Committee બનાવવાની રહેશે.
- નામદાર ગુજરાત હાઈકોર્ટના સીએવી જજમેંટ સ્પે.સી.એ. નં.૨૯૮૪/૨૦૧૨ના પારા ૨૫.૧ માં આપેલ ચૂકાદા મુજબ મહિલા શ્રમયોગીઓને રાત્રી પાળીમાં રાખવામાં આવે તે માટે કંપનીએ સેફ્ટી અને સીક્યુરીટીની ચૂસ્તપણે કાળજી લેવાની રહેશે.
- સદર પરવાનગી નવા વર્ષ માટે લેવા ઈચ્છતા કારખાનાએ તેઓને મળેલ પરવાનગી પૂરા થવાના ૦૩ માસ અગાઉ તમામ દસ્તાવેજ પુરાવા સાથે નવેસરથી અરજી કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીઓના કૌશલ્યમાં વધારો થાય તે માટે સમયાંતરે યોગ્ય તાલીમી સંસ્થાઓ પાસેથી તાલીમ અપાવવાની રહેશે.

૧૪. આ શરતોનો ભંગ/ઉલ્લંઘન થયેલ જણાશે તો કારખાના ધારાની કલમ-૬૬(૧)(બી) માંથી આપવામાં આવેલ મુક્તિ રદ થયેલ ગણાશે અને મંજૂર કરેલ નાઈટ શીફ્ટસ બંધ કરવાની રહેશે અન્યથા સંસ્થા સામે કાયદેસરની કાર્યવાહી કરવામાં આવશે.
૧૫. આ હુકમથી આપવામાં આવેલ મંજૂરીમાં જણાવેલ શરતોના પાલનનો અહેવાલ દર માસે નિયામક, ઔદ્યોગિક સલામતિ અને સ્વાસ્થ્ય તંત્ર હેઠળની સ્થાનિક કચેરીને તેમજ તેની વડી કચેરીને કરવાનો રહેશે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

ઋચિર અમીન,
સેક્શન અધિકારી.

શ્રમ, કૌશલ્ય વિકાસ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, ૨૪મી ફેબ્રુઆરી, ૨૦૨૫

કારખાના અધિનિયમ, ૧૯૪૮

ક્રમાંક: GR/2025/18/LED/FAC/e-file/11/2022/1284/M3:- કારખાના અધિનિયમ, ૧૯૪૮ (સને-૧૯૪૮નો ૬૩મો)ની કલમ-૬૬ (૧) ખંડ(બી) ના પરંતુકથી મળેલ સત્તાની રૂએ તથા SCA/2984/2012 with SCA 11532/2013 with SCA 11533/2013 માં નામદાર ગુજરાત વડી અદાલતના તા.૧૩/૧૨/૨૦૧૩ ના CAV JUDGEMENT માં આપેલ નિર્દેશને આધિન; સીએટ લીમીટેડ, મુ. ગેટમુવાડા, તા. હાલોલ,

જિ. પંચમહાલની તા.૦૪/૧૦/૨૦૨૪ ના પત્રથી સ્ત્રી શ્રમયોગીઓને બીજી પાળીમાં બપોરના ૦૩.૦૦ થી રાત્રીના ૧૧.૦૦ સુધી અને ત્રીજી પાળીમાં રાત્રીના ૧૧.૦૦ થી સવારના ૦૭.૦૦ સુધી કામે રાખવા માટેની રજૂઆતના સંદર્ભમાં નિયામકશ્રી, ઔદ્યોગિક સલામતી અને સ્વાસ્થ્ય, અમદાવાદના તા.૧૫/૦૨/૨૦૨૫ના પત્રની ભલામણ અન્વયે જાહેરનામું પ્રસિદ્ધ થયા તારીખથી એક વર્ષ માટે નીચેની શરતોને આધીન રહીને બીજી પાળીમાં બપોરના ૦૩.૦૦ થી રાત્રીના ૧૧.૦૦ સુધી અને ત્રીજી પાળીમાં રાત્રીના ૧૧.૦૦ થી સવારના ૦૭.૦૦ સુધી સ્ત્રી શ્રમયોગીઓને કામે રાખવાની આથી મંજૂરી આપવામાં આવે છે.

- સ્ત્રી શ્રમયોગીઓને તેમના રહેઠાણથી કારખાનામાં અને કારખાનામાંથી રહેઠાણ સુધી લાવવા લઈ જવાની મફત વ્યવસ્થા શીફ્ટવાર કરવાની રહેશે.
- ઉપર મુજબની વ્યવસ્થા પૂરી પાડવામાં આવે તે સ્ત્રી શ્રમયોગીઓને લાવવા લઈ જવા માટેના વાહનમાં પૂરતી સલામતીની વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીનું રહેઠાણનું સરનામું બદલાઈ જાય (સામાન્ય રીતે લગ્ન થતા સરનામું બદલાય છે) તો પીક- અપ સ્થાન ફરીથી નક્કી કરવું અથવા સદરહું સ્ત્રી શ્રમયોગીને પ્રથમ પાળી કે જનરલ પાળીમાં જ કામે રાખવામાં આવે તે રીતે વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીના ૦૬ વર્ષથી નાના બાળકો માટે લાગુ પડતું હોય તેવા કિસ્સામાં કારખાના અધિનિયમ ૧૯૪૮ની કલમ-૪૮ માં ઉલ્લેખિત જરૂરી સુવિધાઓ સ્થાપવાની-સંચાલન કરવાની રહેશે. તે અધિનિયમની જોગવાઈઓ મુજબ રાખવાના થતા ઘોડિયા ઘર માટે ગુજરાત કારખાના નિયમ-૧૯૬૩ના નિયમ-૮૩ અને નિયમ ૮૩-એ ની જોગવાઈઓ મુજબની યોગ્ય લાયકાતવાળી સ્ત્રીની નિમણૂક કરવી.
- કારખાના ધારો, ૧૯૪૮ની કલમ, ૬૬(૧)(બી)માંથી જે શરતોએ મુક્તિ આપવામાં આવે તે શરતો ગુજરાતી ભાષામાં કારખાનામાં શ્રમયોગીઓ વાંચી શકે તે રીતે મુક્તિના સમયગાળા દરમિયાન કારખાનામાં પ્રદર્શિત કરવાની રહેશે.
- જે સ્ત્રી શ્રમયોગીઓને બીજી પાળીમાં બપોરના ૦૩.૦૦ થી રાત્રીના ૧૧.૦૦ સુધી અને ત્રીજી પાળીમાં રાત્રીના ૧૧.૦૦ થી સવારના ૦૭.૦૦ સુધી કામે રાખવામાં આવે તે સ્ત્રી શ્રમયોગીઓની કામ કરવાની લેખિતમાં સંમતિ મેળવવાની રહેશે.
- ગર્ભ ધારણ અથવા બાળ જન્મને સંબંધિત ન હોય તેવા ન્યાયિક કારણો સિવાય સ્ત્રી શ્રમયોગીઓને ડીસમીસ કરી શકાશે નહીં કે નોટીસ આપી શકાશે નહીં. તે અંગેની જાણકારી સ્ત્રી શ્રમયોગીઓને કરવાની રહેશે.
- બીજી અને ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવેલ સ્ત્રી શ્રમયોગીઓ માટે સ્ત્રી સુપરવાઈઝરની વ્યવસ્થા કરવાની રહેશે.
- ફેક્ટરી એક્ટની કલમ-૬૬(૧)(એ) મુજબ, સદરહું એક્ટની કલમ-૫૪ અન્વયે ૦૮ કલાકથી વધુ સમય માટે (એક પાળીમાં) સ્ત્રી શ્રમયોગીઓ પાસેથી કામ લઈ શકાશે નહિ.

૧૦. સ્ત્રી શ્રમયોગીઓની જાતિય સતામણી ન થાય તે માટે નામ. સુપ્રિમ કોર્ટના રીટ પીટીશન નં.૬૬૬ થી ૬૭૦/૧૯૯૨ ના તા.૧૩-૬-૯૭ ના ચૂકાદાની સૂચનાઓનો અમલ કરવાનો રહેશે તથા The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal Act – 2013ની જોગવાઈ મુજબ Internal Complaints Committee બનાવવાની રહેશે.
૧૧. નામદાર ગુજરાત હાઈકોર્ટના સીએવી જજમેંટ સ્પે.સી.એ. નં.૨૮૮૪/૨૦૧૨ના પારા ૨૫.૧ માં આપેલ ચૂકાદા મુજબ મહિલા શ્રમયોગીઓને રાત્રી પાળીમાં રાખવામાં આવે તે માટે કંપનીએ સેફ્ટી અને સીક્યુરીટીની ચૂસ્તપણે કાળજી લેવાની રહેશે.
૧૨. સદર પરવાનગી નવા વર્ષ માટે લેવા ઈચ્છતા કારખાનાએ તેઓને મળેલ પરવાનગી પૂરા થવાના ૦૩ માસ અગાઉ તમામ દસ્તાવેજ પુરાવા સાથે નવેસરથી અરજી કરવાની રહેશે.
૧૩. સ્ત્રી શ્રમયોગીઓના કૌશલ્યમાં વધારો થાય તે માટે સમયાંતરે યોગ્ય તાલીમી સંસ્થાઓ પાસેથી તાલીમ અપાવવાની રહેશે.
૧૪. આ શરતોનો ભંગ/ઉલ્લંઘન થયેલ જણાશે તો કારખાના ધારાની કલમ- ૬૬(૧)(બી) માંથી આપવામાં આવેલ મુક્તિ રદ થયેલ ગણાશે અને મંજૂર કરેલ નાઈટ શિફ્ટસ બંધ કરવાની રહેશે અન્યથા સંસ્થા સામે કાયદેસરની કાર્યવાહી કરવામાં આવશે.
૧૫. આ હુકમથી આપવામાં આવેલ મંજૂરીમાં જણાવેલ શરતોના પાલનનો અહેવાલ દર માસે નિયામક, ઔદ્યોગિક સલામતિ અને સ્વાસ્થ્ય તંત્ર હેઠળની સ્થાનિક કચેરીને તેમજ તેની વડી કચેરીને કરવાનો રહેશે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

ઋચિર અમીન,
સેક્શન અધિકારી.

